



## NORTH SLOPE BOROUGH SCHOOL DISTRICT

### MEMORANDUM

**TO:** Robyn Burke, President  
Members of the School Board

**THROUGH:** David Vadiveloo, Chief School Administrator Dv

**FROM:** Dr. Bobby Bolen, Director of Human Resources BB

**DATE:** May 9, 2023

**SUBJECT:** Recruitment Update

**Memo No. SB23-168**  
**Information Item**

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#### NSBSD Strategic Plan Goal:

3.0 Staff Success: Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.

#### Issue Summary:

Board Policy 4111 Recruitment and Selection (Certificated Personnel) states:

The District shall employ the most highly qualified person available for each open position. The Superintendent or Designee shall develop recruitment and selection procedures to ensure that every effort is made to find and hire fully qualified teachers for all classrooms, which include:

1. Assessment of the district's needs to determine those areas where specific skills, knowledge and abilities are lacking;
2. Development of job descriptions that accurately portray the position, including requirements that a teacher be highly qualified in accordance with federal and state law;
3. Dissemination of vacancy announcements to ensure a wide range of candidates, when necessary;
4. Screening procedures that will identify the best possible candidate for interviews;
5. Interview procedures will determine the best qualified candidate for recommendation to the Board.

Staff members involved in the selection process shall recommend only those candidates who meet all qualifications established by law and the Board for a particular position. Nominations for employment shall be based upon appropriate screening devices, interviews, observations, recommendations from previous employers, background and reference checks, and any requirement of applicable collective bargaining agreements.

#### Teacher Retention Rate:

Measure	SY16	SY17	SY18	SY19	SY20	SY21	SY22
Retention Rate	73%	71%	75%	73%	73%	71%	63%

**Status as of April 27, 2023 by site:**

<b>Site: Ipalook Elementary School, Utqiagvik</b>	
<b># of Certified FTE's in FY23:</b>	44
<b>Total Vacancies:</b>	1 Administrator and 5 Teachers
<b>HIB's Assigned</b>	3
<b># of Classified FTE's in FY23:</b>	41
<b>Total vacancies:</b>	1 Intensive Sped, 2 Maintenance, 1 ECE Para, 1 Inupiaq Para, 3 SPED Para, 1 Secretary

<b>Site: Hopson Middle School, Utqiagvik</b>	
<b># of FTE's in FY23:</b>	24
<b>Total Vacancies:</b>	1 Administrator and 7 Teachers
<b>HIB's Assigned</b>	1
<b># of Classified FTE's in FY23:</b>	16
<b>Total vacancies:</b>	1 Intensive Sped, 2 Sped Para

<b>Site: Barrow High School, Utqiagvik</b>	
<b># of FTE's in FY23:</b>	26
<b>Total Vacancies:</b>	5 Teachers
<b>HIB's Assigned</b>	0
<b># of Classified FTE's in FY23:</b>	19
<b>Total vacancies:</b>	1 Intensive Sped, 1 Sped Para, 1 PT Rec Supervisor

**Notes:** 2 positions are split BHS/HMS

<b>Site: Kiita Learning Community, Utqiagvik</b>	
<b># of FTE's in FY23:</b>	6
<b>Total Vacancies:</b>	0
<b>HIB's Assigned</b>	0
<b># of Classified FTE's in FY23:</b>	1
<b>Total vacancies:</b>	0

<b>Site: Alak School, Wainwright</b>	
<b># of FTE's in FY23:</b>	19
<b>Total Vacancies:</b>	0
<b>HIB's Assigned</b>	2
<b># of Classified FTE's in FY23:</b>	19
<b>Total vacancies:</b>	0

<b>Site: Nunamiut School, Anaktuvuk Pass</b>	
<b># of FTE's in FY23:</b>	14
<b>Total Vacancies:</b>	0
<b>HIB's Assigned</b>	3
<b># of Classified FTE's in FY23:</b>	16
<b>Total vacancies:</b>	1 Bus Driver, 1 PT Cooks Helper

<b>Site: Meade River School, Atkasuk</b>	
<b># of FTE's in FY23:</b>	12
<b>Total Vacancies:</b>	3 Teachers
<b>HIB's Assigned</b>	2
<b># of Classified FTE's in FY23:</b>	16
<b>Total vacancies:</b>	1 Cook II, 2 Intensive Sped, 1 PT Maintenance I, 1 PT ECE Para

<b>Site: Harold Kaveolook School, Kaktovik</b>	
<b># of FTE's in FY23:</b>	10
<b>Total Vacancies:</b>	1 Teacher and 1 Counselor
<b>HIB's Assigned</b>	0
<b># of Classified FTE's in FY23:</b>	15
<b>Total vacancies:</b>	1 Bus Driver, 1 Maintenance I, 1 Maintainece II, 1 Para

<b>Site: Nuiqsut Trapper School</b>	
<b># of FTE's in FY23:</b>	18
<b>Total Vacancies:</b>	1 Teacher
<b>HIB's Assigned</b>	5
<b># of Classified FTE's in FY23:</b>	12
<b>Total vacancies:</b>	1 Bus Driver, 3 Maintenance I, 1 Para, 1 Sped Para

<b>Site: Tikigaaq School, Point Hope</b>	
<b># of FTE's in FY23:</b>	26
<b>Total Vacancies:</b>	1 Teachers
<b>HIB's Assigned</b>	1
<b># of Classified FTE's in FY23:</b>	26
<b>Total vacancies:</b>	1 HSF, 1 PT Library Para, 1 Sped Para

<b>Site: Kali School, Point Lay</b>	
<b># of FTE's in FY23:</b>	13
<b>Total Vacancies:</b>	1 Counselor
<b>HIB's Assigned</b>	4
<b># of Classified FTE's in FY23:</b>	16
<b>Total vacancies:</b>	1 Cook Helper, 1 HSF, 1 PT Library Para, 1 Sped Para

<b>Site: NSBSD Totals</b>	
<b># of FTE's in FY23:</b>	<b>212</b>
<b>Total Vacancies:</b>	<b>2 Administrators and 23 Teachers and 2 Counselors</b>
<b># of Classified FTE's in FY23:</b>	198
<b>Total vacancies:</b>	39

- Excludes Central Office, CO2, M&O, IT, BO (UTQ based)

Signature: David Vadiveloo  
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Signature: Bobby Bolen  
Bobby Bolen (May 4, 2023 08:32 EDT)

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